

# MINUTES OF BOARD OF DIRECTORS' MEETING HELD JUNE 23, 1966

Present: Dr. Wood	Mr. Feuerstein	Mrs. Rosenberg
Mr. Cooper	Mr. Merdinger	Mrs. Warren
Miss Voigt	Mr. Osborne	Mr. Wilson
Mr. Barlow	Mr. Schaefer	Mr. Hardin
Rev. Berry	Dr. Silverman	Mr. Kilduff
Miss Duffy	Mr. Sterling	Mrs. Casey

Minutes of the last Board Meeting were accepted as sent.

## TREASURER'S REPORT

Mr. Cooper gave the Treasurer's Report which showed five months Receipts \$68,527.45, five months Disbursements \$70,580.03, Disbursements in Excess of Receipts \$2,052.58. Cash balance \$8,838.83. After much discussion the Treasurer's report was accepted as presented.

## FINANCE COMMITTEE REPORT

Mr. Wilson reported for Mr. Williams who could not attend the Board Meeting. He indicated that prior to the meeting, the Finance Committee had met and recommended to send back to the Investment Advisers a list of suggested stocks to be sold and a list to be included in the portfolio, if they deemed them appropriate.

The Finance Committee suggested the Investment Advisers give consideration to the feasibility of SELLING Kaiser Aluminum, Lightening our holdings on General Electric and holdings in Reynolds Tobacco. Also recommended consideration be given to increasing the agency's holdings in I.B.M.

It was also the consensus of the Finance Committee the following stocks be suggested for study by the Investment Advisers for decision and recommendation:

Fanny May	United Aircraft
Allis Chalmers	Douglas Aircraft
General Tire	Boeing Aircraft
White Motors	Pan Am
Frushauf	Northwester

No action was necessary by the Board of Trustees on the recommendations of the Finance Committee at this time.

A copy of the portfolio was given to each member who attended the meeting, which showed the market valuation of the portfolio as of June 11th was \$204,695.15. This reflected about a 3% decrease in the market valuation since February, which all felt indicated the stability of the Stocks and Bonds in the portfolio of Family Service Bureau.

## PERSONNEL POLICIES COMMITTEE REPORT

Mr. Merdinger, Chairman of the Personnel Policies Committee, stated there was a meeting of the committee held on June 20th, and a copy of the minutes of this meeting are hereby made part of these minutes:

At a meeting of the Personnel Policies Committee, Mr. Kilduff brought to the attention of the committee that at the last meeting of Personnel Policies Committee, held March 28, 1966, the committee had tabled a discussion of adding to the Medical and Surgical Benefits of employees Rider J, for the purpose of further exploration by the Executive Secretary.

Each member of the committee received a brochure on Rider J. It would cost the agency between \$250 and \$300 a year for this additional coverage. The committee was unanimous in its approval to recommend to the Board of Trustees that Rider J be added to the Medical and Surgical coverage of the employees. It was emphasized that even if the Board of Trustees approves the Rider J, it would not take effect unless 15 other agencies of the United Community Fund group, of which F.S.B. is one, also agree.

Mr. Kilduff read a letter from Msgr. Dooling of Mt. Carmel Guild which contained a request to use the services of Mrs. Mary Fawcett at the Guild in a more expansive way than has been done in the past two years. It has been the custom of F.S.B. to allow Mrs. Fawcett to give free of charge service to the Guild on Monday and Thursday evenings, in conducting Parent Group Sessions to parents of individuals who have been addicted to drugs. Mrs. Fawcett's services have proven invaluable to the Guild and Msgr. Dooling felt her contribution to the Guild Drug Addiction Program was invaluable. It was his desire to compensate the Bureau for the use of Mrs. Fawcett on a part-time basis, details of which would be worked out at a later date.

Before the meeting with Msgr. Dooling, Mr. Kilduff sounded out Mrs. Fawcett on whether or not she would like to be assigned part-time to the Guild and she indicated she would. However, she wanted to maintain her status with F.S.B. Msgr. Dooling agreed to write a letter prior to June 23rd requesting that Mrs. Fawcett's services be given to the Mt. Carmel Guild on a part-time basis for which F.S.B. would be justly compensated.

The Personnel Policies Committee felt the agency should continue to demonstrate its cooperation with other agencies within the community and if the proper arrangements could be worked out, they were unanimous in approving, with Board approval, the assignment of Mrs. Fawcett to the Mt. Carmel Guild Drug Addiction Program.

Mr. Kilduff also asked the establishment of a new job category within the agency entitled Project Coordinator and suggested Mrs. Fawcett be assigned this title because of her experience and ability to write and to handle research projects. No extra compensation is being asked at this time, only the establishment of a Project Coordinator, who could be the coordinator of all research projects within the agency.

After discussion, it was the unanimous opinion of the Personnel Policies Committee to establish a Project Coordinator at F.S.B. and the position to be offered to Mrs. Fawcett.

Mr. Kilduff read a letter of resignation from Mr. John Egan which was effective as of June 15th, which read as follows:

"With much regret I am offering my resignation from the Family Service Bureau, effective June 15, 1966.

"I wish to thank you and your fine staff for having made my working here pleasant and personally rewarding. It is only because I am accepting the Directorship of the St. Michael's Hospital Alcoholism Center, that I am resigning because I have found the Family Service Bureau to be an ideal place in which to work.

"Thank you for your consideration and many kindnesses."

Mr. Kilduff also asked that he be allowed to rehire Mr. Egan on a part-time basis for employment on Monday evenings. The committee unanimously approved the suggestion.

Also presented to the committee was the new Salaries, Policies and Ranges for professional positions for 1966 from Family Service Assn. of America. The committee looked over the suggested ranges but took no action. Mr. Kilduff indicated he would get copies of the new policies for them for discussion at the September or October meeting of the Personnel Policies Committee.

In separate action, Miss Voigt moved and Mr. Schaefer seconded that Rider J, as recommended by the Personnel Policies Committee be approved.

Prior to making a decision on the Mt. Carmel Guild, Dr. Wood read a letter received today from Magr. Dooling requesting that Mrs. Fawcett be released to the Mt. Carmel Guild for 12 hours a week.

In regard to the use of Mrs. Fawcett at the Mt. Carmel Guild, Mr. Hardin moved, and Mr. Schaefer seconded that the services of Mrs. Fawcett be assigned to Mt. Carmel Guild for 12 hours a week, if Family Service Bureau is fairly compensated, the details of which will be worked out with the administration.

It was moved by Mr. Hardin and seconded by Miss Voigt the title job category of Project Coordinator be established in the agency and it be offered to Mrs. Fawcett.

#### SOCIAL ISSUES COMMITTEE REPORT

Mr. Kilduff gave the Social Issues Committee Report of June 10th, in the absence of Mr. Leece. However, because of the interest in the report, the Board of Trustees felt the entire minutes of the meeting of the Social Issues Committee should be incorporated into the minutes of the Board meeting, and they are as follows:

At a meeting of the Social Issues Committee held this date, Mr. Leece felt it was important to devote the committee's attention to the implications of Title 19 of Medicare. He stated Title 19 in the new law is a sleeper because Medicare received all of the attention and this was natural for health care for the aged had been debated for 20 years. However, little attention paid to Title 19, yet in terms of the impact on health and medical facilities and services, it may in the long run turn out to be more important than Medicare. Title 19 differs from Medicare in two important aspects:

- 1 - Medicare provides hospital, nursing home and home health care services for those over 65 and is paid for by Social Security taxes.
- 2 - Title 19, however, has nothing to do with the Social Security System for its primary purpose is to provide health care services to people of all ages who are too poor to pay for their own care and is financed by general revenues through a system of matching state and Federal funds.

The groups that can be included under Title 19 program include:

All those who have been receiving payments under the four main Federal state public assistance programs:

- Aid to the indigent aged
- Aid to families with dependent children
- Aid to the blind
- Aid to the permanently and totally disabled

It may be interesting to note that under the Kerr-Mills Bill, aid only went to the indigent aged.

The second main group is all children under 21 who could not qualify for public assistance. The third main group are the crippled, the aged or otherwise handicapped persons who have just enough money to live on and therefore do not qualify for the standard assistance program.

The effect of Title 19 is to make funds available for all medically needy persons under 21 and over 65, as well as to all adults between 21 and 65 who are blind, disabled or members of families with dependent children.

To date seven states (California, Hawaii, Illinois, Minnesota, North Dakota, Oklahoma, Pennsylvania and the Commonwealth of Puerto Rico) have Title 19 plans. The New York law has created a real storm because it makes Title 19 available to all those who have a net income of \$6,000 or 1/2 of the people in New York state could qualify and could cost the Federal government close to \$1 billion 30 million a year.

Mr. Leece also asked the committee if they were acquainted with the Prouty Amendment. The committee was not and he explained

while considering the Tax Adjustment Act this year, Congress adopted the Proudly Amendment. The amendment extends Social Security coverage to all persons 70 years or over. The bill authorizes a monthly payment of \$35 for a single recipient and \$52.50 for a couple. The program will be financed from general revenue.

He also acquainted the Social Issues Committee with the fact Congress was enacting laws that touched on: truth in packaging, truth in lending; department of consumer's affairs and minimum wage legislation, and informed the committee the House recently approved a bill which provides for a minimum wage of \$1.40 beginning in 1967 and \$1.60 in 1969. It also extends coverage to hotel and restaurant workers, laundry workers and hospital workers.

He also brought to the attention of the committee a bill which authorized the Secretary of Housing and Urban Development to make Federal grants to carry out comprehensive city demonstration programs defined as locally prepared and scheduled programs for rebuilding or restoring entire sections of neighborhoods in slum areas. The program would involve the total environment. The Federal Government would make grants of 90% of the cost of planning and after the plans are approved the government would provide 80% of the funds needed to administer it. A Federal coordinator in the city would assist local officials in bringing together all relevant Federal resources.

Before the House of Representatives also is Bill 9617 which deals with narcotics, which would overhaul the narcotics laws and establish new rehabilitation programs. The bill has been received favorably by the House Judiciary Committee, and extends coverage of the Federal Youth Corrections Act to narcotic offenders ages 22-26.

Mr. Leece said he did not feel the committee need take any action at this meeting, but it was important as committee members to be informed of Title 19 of the Medicare Act which is going to have a great impact on our community beginning July, 1966.

The committee was impressed with Mr. Leece's report and indicated he should expand upon it at the Board of Trustees' meeting on June 23rd.

Next meeting of the Social Issues Committee will take place in October, the date to be arranged later.

#### CASE COMMITTEE REPORT

Miss Voigt reported the Case Committee met on June 21st and at that time the Case Committee listened to Mrs. Stanley, from the staff, review her work on the project The Call To Learning: Newark Victoria Plan, in which she informed the committee since September she had worked with 18 families, including 33 adults and 88 children, and had made over 210 visits and 160 collateral contacts. It was the feeling of Mrs. Stanley, Mrs. Casey and Mr. Kilduff that a research project only begins to tell after 18 months and if any results are

forthcoming from a research project, it needs about 3 years before productivity is realized.

Miss Dickson reported on the Extended Study Program the Bureau was involved in with Rutgers University. She explained two students from the Public Welfare Department who were on the supervisory level, are now attending Rutgers University to obtain their Master's Degree in Social Work and have been placed at Family Service Bureau four days a week through the months of June, July and August and will be at the agency three days a week from September through May.

Because of the specialized skills the professional staff have developed over the past few years, it was the feeling of members of the Case Committee consideration be given to developing a series of reports and assemblages surrounding the technical aspects of the specialized skills now developed in the agency and immediate consideration be given to the development of such reports.

The Case Committee report was accepted as presented by Miss Voigt.

#### ADVISORY COMMITTEE TO PROJECT ENABLE REPORT

Mr. Osborne reported the first meeting of the Advisory Committee to Project ENABLE was held on June 22nd. All members of the Advisory Committee from Family Service Bureau were present, two members representing the Target Area, but no representatives were at the meeting from Urban League, with the exception of the Project ENABLE team, who attended the meeting to explain their jobs and job functions to the Advisory Committee. Mr. Osborne felt there was much work to be done on Project ENABLE but it was too soon to evaluate what the results would be.

A second meeting of the Advisory Committee has been set for Wednesday, July 13th, at 11 a.m. He invited Board Members who so desired to drop in on the meeting. No action was taken on his report.

Dr. Wood suggested to Mr. Kilduff, in the light of the interest of what is happening in the committees of the Board, that he send to all Board members the times and dates of the meetings of all committees, so that Board members who may be interested could arrange their schedule to attend the meetings of interest to them.

#### LETTER

Dr. Wood read a letter from a lady who had written to the Chamber of Commerce indicating how displeased she was at a solicitation scheme which operates by calling the individual and saying they were from Family Service and when an analysis of the call was made, it was not really Family Service who was calling but Family Publications Service. The Board was asked to be cognizant of this type of solicitation. Improperly also the words Family Service were being used by Finance Companies. This particular letter which Dr. Wood read, has been given over to the Fraud Committee of the Council of Social Agencies for discussion and action.

Next meeting of the Board of Trustees will be on the last Thursday in September - September 29th - at 5:45 p.m.

Edward V. Kilduff  
Executive Secretary